

MINUTES OF THE CIA CAREER COUNCIL

50th Meeting, Thursday, 15 May 1958, 3:30 P. M.  
DCI Conference Room

Present: Gordon M. Stewart, Chairman  
Matthew Baird, Member

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[REDACTED], Alternate for IG  
[REDACTED], Alternate for DD/P  
H. Gates Lloyd, Alternate for DD/S

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[REDACTED], Member  
[REDACTED], Alternate for DD/I  
[REDACTED], Executive Secretary  
[REDACTED], Reporter

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Guests: [REDACTED], Deputy Director of Training  
Lawrence R. Houston, General Counsel

1. The minutes of the 49th meeting were approved as distributed.
2. There was a brief discussion of item 2 "Status of CIA Civilian Specialist Reserve Program." It was explained that as soon as the 50 available slots are filled the Project Review Committee will be requested to lift that ceiling.
3. The Director of Training proposed that the responsibility of the advisory panel referred to in paragraph 3d(4) of the "Proposed Revision of [REDACTED] Junior Officer Training Program", item 3, be restricted to the selection of on-duty candidates for the JOT program. The Council approved the substance of the regulation and the above-mentioned change and gave the Director of Training the responsibility of "editing down" the proposed draft. It was agreed that no further coordination of this issuance was necessary.
4. The Council approved the policies, distributed as item 4 on the agenda relating to the Career Staff of CIA and directed that Regulation No. [REDACTED] be revised to incorporate these policies.
5. Item 5, "Review of Personnel Management", was discussed and the Council agreed to give the Director of Personnel "a vote of confidence" to continue his current implementation of personnel administration as agreed to by the Council on 25 April 1957. The Director of Personnel explained that a list of individuals who may be considered for "management development" in the Agency was being compiled and that this list would be submitted to the Council for review before the end of the year.
6. The Council reviewed the problems raised with respect to Competitive Promotion, item 6, on the Agenda, and agreed to change the grade range for which evaluation by competitive panels was mandatory from GS-7 through GS-14 to GS-9 through GS-14. Regulation [REDACTED] would be revised accordingly. Decentralization through setting up additional areas of competition for

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grades GS-9 and GS-11, as authorized by the present Regulation [REDACTED] would be carried out. The Director of Personnel will furnish guidelines for the establishment of additional competitive areas where requested.

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7. The proposed retirement system for CIA was discussed at length, items 9 and 9a and related items 7 and 8. The Council considered which of the two basic concepts stated below should prevail.

"(a) To preselect the individuals to whom the special benefits will apply (i.e., establishment of an "overseas corps" similar to, but not identical with, the Foreign Service);

or

"(b) To apply special retirement benefits to those individuals who have fulfilled certain overseas duty requirements."

The Council decided unequivocally that (a) was undesirable and that the Agency should work toward a retirement system based on the premises stated in (b). The system should also include, if possible, such elements as severance pay, immediate annuity and subsequent reemployment elsewhere in Government with partial annuity.

The Council also agreed that early consideration should be given to a more favorable compensation system since retirement policies are so closely related to the salary and wage scales.

8. The Council adjourned at 4:30 P. M.

[REDACTED]  
Executive Secretary  
CIA Career Council

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